



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)
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No.SNEA/Kerala/2018-19/II/17

dated 30/01/2019

To
The CGMT
BSNL, Kerala Circle

Sub: HR Management in the Circle reg

Ref: 1. No.SNEA/Kerala/2018-19/II/13 dated 27/12/2018

2. No.SNEA/Kerala/2018-19/II/16 dated 11/01/2019

Sir,

The Circle Executive Committee meeting of SNEA Kerala circle held on 28-1-2019 had elaborately discussed the prevailing HR relations in the Circle on account of insensitive attitude of the circle Administration as well as the grim working environment prevailing in the circle on account of shortage of funds resulting nonpayment of Temporary advances and contractor/ vendor payments, nonpayment of Rent and Tax clubbed with ambitious targets.

The meeting was of the view that the Circle administration has not given due consideration to the HR expectations of the executives which does not require any financial burden. Even the request to consider the most compassionate case could not find a place for the administration for consideration. It is matter of great concern that a request made by a JAO after completing 2 years who is the only son to his father who was struggling by cancer could not find merit by the administration till his father breathed last. It is more pertinent that even substitute was posted in the SSA against all transfer requests of JAOs. Other requests on medical grounds also could not find consideration. Same is the attitude regarding all other cases like releasing of withheld JTO/JAO vacancies, relieving of executives who has completed their tenure as on August 2018 and orders issued, request of JAOs who has completed their tenure and substitutes ate posted, the request of executives who has completed the two year tenure during last

September 2018 etc. Our repeated suggestions to issue single order in similar case instead of piecemeal business also gone to deaf ears. It is also noted that while all these issues are pending and this Association has expressed its serious concern and compelling situation to go for organizational action, unmindful of the realities administration has issued stay particulars of all executives from JTO to DGM from all SSAs including non-popular and difficult areas which was exempted from transfer and called for option for transfer proposed on need basis. This is nothing but adding fuel to the fire and we are constrained to remember the rationalization theory propounded few years before by the then Circle administration. (Our views on the so called stay particulars and calling of option from executives are being submitted separately). In one side executives are struggling to meet the ambitious targets set by the circle even by "all means" and showing its "achievements" and paying personal hard earned money to the tune of even up to lakhs from pocket towards organizational expenses. We are sure that except the executives in the field, nobody is paying from their pockets towards BSNL services. It is also a matter of concern that they are paid only take home pay and even the payment towards insurance, Loans from banks, GPF/ EPF etc is not remitted resulting other personal risks and loss. Unmindful of the above realities we are yet to see any positive steps from circle administration towards the barest minimum requirement which does not involve any financial implications.

Though the circle administration had some discussions over the issues after the one day protest demonstration which was held after a gap of more than 3 years in the circle, it could not make any categorical assurance to the issues raised in a time bound manner.

In the light of the above The CEC meeting of SNEA Kerala circle unanimously decided to go ahead further course of organisational action w.e.f 10-2-2019 if the circle administration continue to ignore the requests and views expressed by this Association.

We once again request the circle administration to issue necessary orders in respect of following items and instill confidence in the minds of all executives by ensuring that the Circle had a robust HR policy which will take care the organizational interest along with individual interest:

1. Relieving of all executives whose transfer orders are already issued by 31st Jan 2019 as already assured.
2. Ensure transfer and relieving of all JAOs who has requested for transfer after completing 2 years and other compassionate cases which the SSA is ready to relieve.

3. Issue Transfer order of all executives on request who has completed their tenure by September 30th 2018.
4. The long stay list published may be modified by necessary corrections and a detailed discussion may be arranged with this Association regarding the pending transfer case of all executives up to 31st march 2019 for clearing anxieties created in the minds of executives on account of the said list and the instruction for calling of options for transfer.

With kind regards,

Sincerely Yours



T.Santhosh Kumar

Circle Secretary, SNEA Kerala

Copy to :- 1. GM HR, O/o CGMT, Kerala
2. PGM (F), O/o CGMT, Kerala